



HYPERTENSION NURSE SPECIALIST

COMPETENCY FRAMEWORK

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Name:

Organisation.....

Date commenced / / **Date completed** / /

What is a competency?

The term competency refers to knowledge, skills and behaviour required to perform a particular role or job successfully. A competency measures how well people do something.

This framework outlines the competencies required to meet the specialist elements of your role only. Other generic competencies will be required to meet your general job description.

Introduction

This document serves to guide new Hypertension Nurses in gaining the knowledge and skills required to work safely and competently.

How to Use this framework

The aim of this framework is to support the Hypertension Nurse in achieving the level of competence required to carry out the day-to-day tasks linked to the role. Being **competent** defines a person who has acquired through training, qualification, experience or a combination of these, the knowledge and skills necessary to perform the task required.

The competencies in this framework provide an indication of personal and professional development as a Hypertension Nurse Specialist as well as documented evidence of achievement.

Levels of Competence

Each skill within a competency has been assessed and graded from levels 1-4. The table below gives a fuller explanation of each level.

Level	Definition
1	You are under the supervision of an appropriate assessor observing the skill in the work place and or simulated training environment.
2	You can be left alone with a patient, but an assessor will meet with you and discuss your actions, as yet you do not have enough experience to practice this skill autonomously.
3	You are deemed competent at performing this expanded role. You recognise your own limitations and make appropriate referrals to the necessary healthcare professional as required. You are now competent to supervise a more junior member of the Hypertension team.
4	Your knowledge base has developed to a level where you are now competent to assess a more senior member of the Hypertension team.

Responsibilities of the Hypertension Nurse (Learner)

It is your responsibility to self-assess, even when you have been signed off by your mentor, as being competent, to ensure that you are happy to accept responsibility for the tasks allocated to you.

Responsibilities of the Lead Nurse or Clinical Supervisor

It is the responsibility of the Lead Nurse/Clinical Supervisor to ensure that you have the support required to reach level 3 in the competency framework and to play an active part in assessing your knowledge and skills. It is the Lead Nurse/Clinical Supervisor’s responsibility to ensure that the learner is competent before they are signed off at level 4.

Timescales for Achieving Competence

As individuals develop at different rates, the dates for achievement of competence should be agreed with the Lead Nurse/Clinical Supervisor and reviewed in conjunction with their appraisal/performance review.

REGISTER OF ASSESSORS

Only certain people are suitable to be your assessors, please agree these with your Lead Nurse/Clinical Supervisor. It is important you are allocated a Physician mentor who is also available to support you.

NAME PRINT	POSITION	SIGNATURE	INITIALS

HISTORY TAKING

A taught course will need to be completed

Date <u>History Taking</u> module completed:	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are CORE competencies								
Selects appropriate patients, demonstrates accountability								
Explains the role of the Hypertension Nurse and their responsibility to the patient								
Uses a structured method for obtaining the history								
Explores all the patient's problems and complaints								
Identifies other conditions and has the ability to manage other conditions to an acceptable level								
Identifies limitations and appropriately refers to medical staff								
Applies relevant rationale for ordering tests and investigations								

	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are CORE competencies								
Maintains confidentiality, both verbally and written								
Facilitates patient empowerment and promotes self-management								
Involves the patient's relatives/carer appropriately								
Respects the diversity and culture of the patient								
Involves other specialist input as appropriate; e.g. Cardiology team, renal team, respiratory team.								
Recognises own limitations and acts appropriately								
Able to adapt the history taking to different situations								
Provides suitable and timely follow up based on findings								
Documents findings in a legible and structured manner								

Completes a structured letter to communicate findings and management plan to other health care providers								
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Measurement of Blood Pressure – Hypertension Clinic specific

	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are CORE competencies								
Completes assessment in a logical manner								
Measures upper arm and chooses correct cuff size. Document accordingly.								
Assess' patient's general condition								
Measures blood pressure electronically in both arms according to current NICE/BIHS Guidelines.								
Documents sitting and standing blood pressures indicating arm choice.								
Is able to identify when to measure blood pressure manually								
Measures blood pressure manually according to current NICE/BIHS Guidelines.								
Understands the parameters and process to report in an emergency.								

Documentation and consultation skills

	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are CORE competencies								
Completes notes including electronic records & local databases ensuring quality of data entry								
Actively provides and respects patient dignity and privacy								
Able to discuss findings with a patient/relative in an appropriate manner which they understand								
Orders appropriate investigations according to findings and documents accurately								
Offers appropriate reassurance to the patient and relatives								
Is able to identify lifestyle intervention required and if trained use motivational interviewing techniques to empower the patient to make changes								
Provides appropriate patient centred education and advice								
Is able to make appropriate referrals onward referrals to other services								

Provides time for the patient/carer to ask questions								
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REQUEST OF 12 lead ECGs, ABPMs and Echocardiograms

	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are OPTIONAL competencies and are dependent on local protocols and services								
Identifies which patients require all investigations								
Prioritises the urgency								
Completes the referral process								
Discusses with the doctor/technician/lead nurse appropriately								
Documents findings appropriately in the notes								

HYPERTENSION KNOWLEDGE AND PRACTICAL SKILL BASE

A taught course will need to be completed

Date <u>Hypertension</u> module completed:	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are CORE competencies								
Is able to explain the pathophysiology of hypertension to the patient in a way they understand								
Demonstrates an understanding of the diagnostic process								
Is able to identify and understand the effects of hypertension on comorbidities								
Is able to interpret renal blood results, document findings and take appropriate action								
Is able to identify investigations for secondary hypertension from the patient history.								
Maintains appropriate resuscitation skills								
Able to perform and interpret a 12 lead ECG								

AMBULATORY BLOOD PRESSURE MONITORING

Observation of the BIHS ABPM DVD and reading the BIHS ABPM standard operating procedure, patient information leaflet and safety record sheet is recommended

	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
These are CORE competencies								
Able to identify suitable people for ABPM and fully understand reasons for not performing the test.								
Preparation and maintenance of cuffs, tubes, bags. Identifying malfunctioning equipment								
Understanding of the software, uploading and downloading processes. Including changing wake and sleep times								
Able to give the patient information regarding the test to enable successful readings								
Able to demonstrate knowledge of calibration procedures and to be accountable for the monitors								

To be accountable for a nurse led service, being responsible for managing patient appointments when unavailable or on annual leave.								
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HYPERTENSION MEDICATION

ACEi, ARBs, Diuretics, Calcium channel blockers, Beta blockers, Alpha Blockers, Potassium sparing diuretics

Date Prescribing course competed: This is optional for level 1 and 2.	Level 1 Under Supervision		Level 2 With minimal assistance		Level 3 Without assistance		Level 4 Competent to assess others	
These are CORE competencies	Student	Assessor	Student	Assessor	Student	Assessor	Student	Assessor
Identifies the evidence for each of the above medication groups								
Demonstrates understanding of the mode of action for the above medication groups								
Identifies appropriate use of each group of medication								
Identifies the contraindications for each group of medication								
Identifies drug monitoring required (if any) for each drug group								
Able to educate patients/relatives on each medication group								
Able to assess patient adherence (Intentional and non-intentional) and improve patient's knowledge and understanding.								

Able to assist the patient/relative with adherence aids.								
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Any Additional Information
Lead Nurse/Clinical Supervisor Comments
Mentor Assessment and Comments

Learning Resources

- Clinicians working in Hypertension clinics
- Clinical Nurse Specialists
- Multidisciplinary team members
- Local protocols and Guidelines.
- Study days - Local and national
- British and Irish Hypertension Society
- Current NICE Hypertension Guidelines
- NHS evidence (www.evidence.nhs.uk)
- NHS England (www.england.nhs.uk)

References and Further reading list

NHS England 2013. How to ensure the right people with the right skills are in the right place at the right time.
A guide to nursing, midwifery and care staffing capacity and capability
<http://www.england.nhs.uk/wp-content/uploads/2013/11/nqb-how-to-guide.pdf>

Gregory A, Davidhizar, Bradshaw M, *Problem-based learning in a competency-based world*
Nursing Education Today, Volume 19, issue 3, April 1999, 182-187

Nursing and Midwifery Council (2008) Standards to support learning and assessment in practice. London:NMC

Fukada M, Nursing Competency: Definition, Structure and Development. *Yonago Acta Medica* 2018;61:001–007